Table 39 (Continued)

Independent Variables				Work Together	Fight With	Treat As A Brother	Call Him Mr.	Love	Admire	Play Games With	Discipline	Hit	Give Orders To
WHITES	Working Class	Female	18-25	4.3	2.8	2.4	3.3	1.5	2.7	2.3	6.2	1.0	3.2
			35-45	6.0	2.0	2.7	3.2	2.2	3.6	2.8	4.2	1.0	7.3
		Male	18-25	4.6	3.0	3.5	4.0	1.7	3.1	2.7	4.8	0.9	6.7
			35-45	4.6	2.5	2.7	3.7	2.8	3.3	3.2	5.1	1.6	6.8
	Middle Class	Female	18-25	5.4	3.0	2.8	2.9	2.5	3.2	3.8	4.0	1.7	7.7
			35-45	5.7	2.3	3.0	2.9	2.2	2.9	2.7	4.4	1.1	7.3
		Male	18-25	4.8	2.5	2.9	3.3	1.2	2.3	2.6	5.0	1.8	7.6
			35-45	6.3	2.1	2.2	2.2	1.9	2.8	2.5	5.9	0.4	8.1

1. Main effect for race ($p < .02$) -- Univariate tests indicate that blacks are more likely to see black foremen calling a white worker Mr., loving him, admire him, and play games with him than whites are; however, the multivariate tests suggest that these multiple effects are due to common variance. Both univariate and multivariate tests confirm that blacks are less likely to see black foremen as giving orders to a white worker than whites are. Finally, multivariate tests indicate that for variance specific to the "treat as a brother" variable, blacks are more likely to see a black foreman as treating a white worker as a brother than whites are.

2. Main effect for class ($p < .05$) -- Univariate tests and multivariate tests indicate that the middle class is more likely to see a black foreman as loving and yet giving orders to a white worker than the hardcore or working class are. These tests also confirm that the hardcore is more likely to see the black foreman as hitting the white man than the working or middle class are.